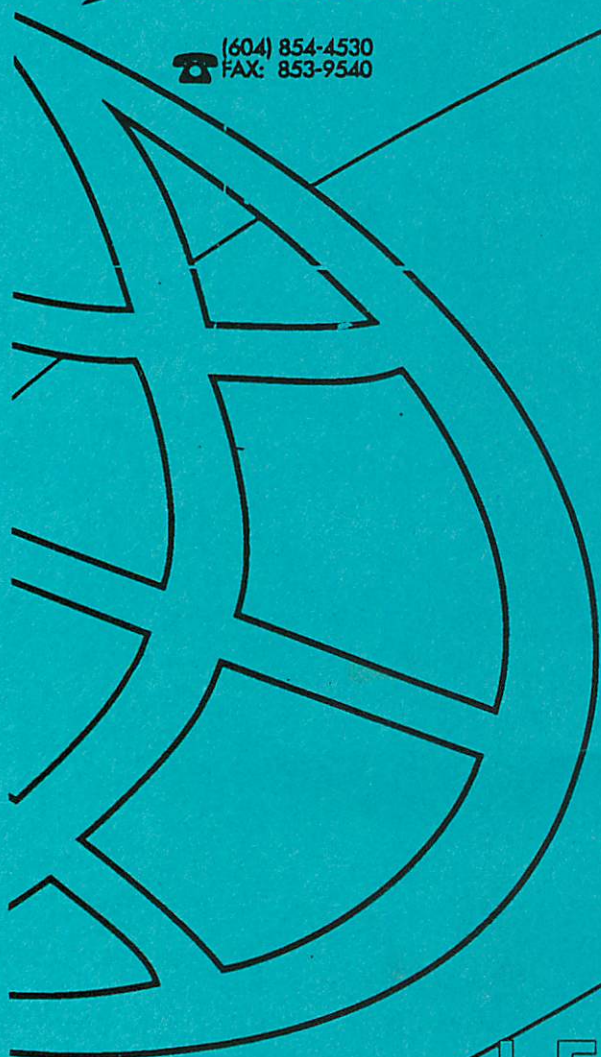


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LETTER

NEWS



September 1991
Vol. 17, No. 1



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FSA NEWSLETTER

September 1991

From the Editor . . .

This number ushers in the second year of my editorship of the *FSA Newsletter*; only this time we hope to publish monthly. Deadlines, incidentally, are the third Monday of each month. I'm looking forward to this my final year as editor, and doubtless this volume will be as controversial as the last one.

Of course the big issues facing us this academic year involve two sets of negotiations: contract and university-college. In his *Newsletter* reports Ian McAskill will keep us informed about contract issues, right from the early stages to the conclusion of negotiations; Virginia Cooke will shepherd the Association through what will turn out to be the complex maze of our contract vis-a-vis university-college status. Somewhat sensitive to the complexities of the task we face in becoming a university-college, I have commissioned Dr. Alastair Watt, Coordinator of Instruction, Research and Evaluation at the University College of the Cariboo, to write a couple of articles on the difficulties Cariboo faced when it made the transition from community college to university-college. The more our membership knows about Cariboo's experience in the implementation of four-year programs, the enculturation of new staff and faculty, and the conduct of sponsoring universities, the better off we will be.

Susan Milner will return (next issue) with C-IEA Watch, once again keeping the membership informed about the doings of the provincial association. In addition to Susan's contribution, there will be a regular feature by Ron Dart, an informative column that will examine what is behind the facade of what has been popularly termed the new world

order; in later issues he will also explore Canada's position in international affairs.

If all of the above is a bit too dry for you, we may have just what your palate desires. Given the fact that B.C.'s yearly consumption of wine (at 12.4 litres per capita) makes B.C. the country's leader in wine quaffing, and that some of us at the College (who shall remain forever nameless--or is it legless?) have consumed more than our fair share in the express desire to see B.C. come first at something, Dave Allen has agreed to write a wine column; it also seems that Barry Bompas has insisted on being the other chief wine taster, no doubt to insure that our much vaunted union-management relations are in no way corked. Now if you're something of a connoisseur, or just happen to know a good wine when you taste it (but not necessarily the arcane jargon of the masters), feel free to write us with your suggestions. Our wine tasters are looking for a good wine, red or white, at a reasonable price (under \$10.00 a bottle).

A couple of final things. If you are new (part time or full time) at the College, please consider writing a very short autobiography for the *Newsletter*. You can send it to me or to Fenella in the FSA office; it's a good way to introduce yourself to your colleagues. Also, if any of you have done some interesting P.D. things in the last while, or if you spent your holidays in some exotic place, let us know.

Here's wishing all of you a successful year.

Allan McNeill

Letters to the Editor . . .

We do not publish letters by individuals who are not members of the FSA or who do not work for the College; we also do not publish letters that do not relate directly to the FSA membership. Of course the editor reserves the right to refuse to publish any letter.

Thank you for having me on your distribution list. Although not an FSA member, I appreciate receiving a copy of the *Newsletter* as it keeps me informed on what is happening around the College and provides me with a feeling of unity with other college employees.

In the April issue, under Letters to the Editor, Diane Luu requested an updated list of common FVC acronyms. I wonder if Diane, and other faculty, have noticed that there is a list of internal acronyms (the ones

most faculty would be interested in) included in the Faculty Handbook on pages 64 to 67? I like to promote use of the Faculty Handbook whenever possible as it does contain a lot of useful information--particularly for new faculty.

I enjoy the well-written articles in the *FSA Newsletter*. Thanks again for keeping me on your distribution list.

Marlene Cameron

I would like to thank you, Allan, for the list of updated acronyms. And, thank you, Hazel, for taking the last version of the Faculty Handbook list of acronyms and making the most recent changes for the *FSA Newsletter* publication.

However, Allan, I am disappointed that you also commented that I used a mixed metaphor in my request, "Help, I'm drowning in an avalanche of acronyms!!!" First of all, I assume we both agree on the definition of the word "drowning". Secondly, according to the Webster's Third New International Dictionary, unabridged, the word "avalanche" can also mean "any sudden, great or overwhelming rush or flood". You may prefer the sentence to read, "Help, I'm

drowning in a sea of acronyms!" But, I am not "at sea" since I am familiar with most of the old acronyms. Instead, I feel a "flood" of unfamiliar acronyms. Therefore, my use of metaphor is correct.

It is my understanding that faculty and staff are trying to encourage communications of ideas; the *FSA Newsletter* is one such vehicle. If people are at risk of being criticized publicly for their use of the English language while putting forth an honest request for information, they will not attempt to use the *FSA Newsletter* to communicate. One of the purposes of education is to foster the empowerment of others. This cannot be done in an arena of "one upmanship."

Diane Luu

Editor's Note: It is still a mixed metaphor.

Letters to the Editor . . .

I would like to express my distress at seeing members of the administration at the luncheon following the FSA AGM. Even if arrangements for their appearance were made before the layoffs were announced, it is highly inappropriate to have the administration present after a meeting where confidential matters are discussed. After a general meeting, people will certainly wish to discuss serious issues informally with colleagues.

This opportunity was hampered if not obliterated by the presence of the administration.

I was also appalled at the nature of the "prizes" offered to members of the FSA. After the treatment of members by the administration, these "prizes" seem a travesty of collegiality.

Diane Nosaty

President's Report . . .

Welcome to the University College of the Fraser Valley (affectionately known as "the house that Jack built"). I can tell that summer is ended because it's sunny outside, because my car got towed away, and because I have a stack of papers to mark. I can tell it's a University College because, as one biology instructor observed, there's a new catch-phrase around here: "Hey, wanna' be on another committee?"

For new faculty and staff, here is a bit of information. If you were at the August orientation, you received from the FSA a small package including an introductory letter, a list of executive members and shop stewards, a copy of the constitution, and a brochure from C-IEA, our provincial organization. If you didn't receive this package, please contact the FSA office (phone 4530). The person who will answer the phone from Monday through Thursday is Fenella Sobchuk, the Association secretary. Like most really good secretaries, Fenella is a fount of information.

As president (newly elected last spring), I have a half-time release from teaching English, and am available in my office (A 330) or by phone (4293). I try to clear part of Tuesday and all Wednesday mornings for FSA business. However, people keep asking me whether I "wanna be on every committee," so you might have to leave a message. The union executive meets on Week 4 of the meeting schedule; these meetings are open to all members. And--if you're interested, we have any number of committees . . . not the least of which is the Contract committee.

For returning staff and faculty, this institution is changing at a dizzying rate. Whether we can hold on to the most valuable features of our college and our working relationships in the face of these changes remains to be seen. One reason I agreed to stand for FSA president this year (aside from the expensive president's wardrobe that Bob Smith promised me came with the job) was to try to see us make the transition from a two-

year to a four-year institution without internal division among the faculty and staff. The reality now, however, is that decisions about programs, administration, university affiliates, etc. must be so speedily made that all the consultation processes are streamlined. Please read the ACCESS committee minutes, which are posted on all campuses. If you wish to raise any issues, ask one of your staff or faculty representatives on that Committee, or come to an open meeting.

I have arranged for Rob Huxtable (Okanagan College, now on the C-IEA executive) to appear at the September 27 ACCESS meeting to comment on the experiences in the other three university colleges. He will be meeting that evening with the FSA executive to try to prepare us for contractual problems arising over the change in status. We have to form a group (I can't bear the word committee) to research and then propose contract language appropriate to employees in a University College; this task should be separate from the regular preparation for contract negotiations, lest other contract issues be neglected.

I must comment on one other issue: staff morale in the wake of last spring's layoffs. I was very touched by some letters from staff

to the FSA office describing their feelings during the process of bumping and starting new jobs. Perla Werk, the Grievance Chair, addresses this issue at length elsewhere in the *Newsletter*. In the end, the good news is that everyone did have a job, and that the probation periods were waived for regular staff. The bad news you already know and have lived through. My opening remarks to the College Board at their first meeting stressed that in the face of all this building, some *re-building* must take place, and that that re-building is in the trust and morale of our College staff. The College administration must take responsibility for the chaos and unhappiness which resulted from laying off senior staff. As FSA members, please remember that some staff are pretty new to their jobs--jobs which they were pushed into, and may therefore feel anxious about. Remember to offer your extra empathy and support, at least for awhile.

As I said, welcome to the University College of the Fraser Valley for what promises to be a frantic year. When you feel exasperated and underpaid, just hang on to one comforting thought: you are not employees of the federal government.

Virginia Cooke

WE HAVE A NEW STAFF GRIEVANCE CHAIR!!

CONGRATULATIONS

JANE ANTIL

Agreement on Exclusions

Here is a news item which affects both staff and faculty. Discussions about the hiring of a "purchasing agent" position continued over the summer between the College and the FSA. (This was the position which the Board agreed to postpone hiring in order to save money to help retain a faculty position in Office Careers.) In the end, the Bursar described a position with considerable management functions, including the tendering of contracts. The College requested the exclusion of this position and of the Public Information Officer. The FSA executive was willing to cooperate with these requests in exchange for some concessions to our included members. In late August we voted to accept the following agreement, and to forward it to the Agreements Committee for signatures:

After discussion over the past two weeks, the FSA executive has agreed that the position of Public Information Officer and the upcoming managerial position in the purchasing area (whatever that position is formally called) are appropriate for exclusion from the Association. As in our discussions with you, we agree to the exclusions on the following conditions:

1) That Bob Warick, the current Public Information Officer, is in agreement with his change of status. (Bob has indicated to the executive that he has no problem with the change.)

2) That College and Association negotiators commence immediately to negotiate additional pay groups on the staff salary scale, with the understanding that the current top levels on that scale are unsatisfactory to both parties, and the further understanding that both parties will aim to achieve an agreement on this issue in advance of the opening of bargaining on the Collective Agreement.

3) That the new position of marketing coordinator to be hired in the PIO office be placed in staff, not faculty.

4) That the phasing in of negotiated salaries for part-time faculty and staff (as indicated in articles 22.6.4 through 22.6.6, and in article 21.6 of the Collective Agreement) be moved ahead by one year—i.e., that those salaries will apply by fiscal year 1992/93.

5) That the stipulations in article 21.7 for calculating seniority necessary for increment anniversaries be waived on a one-time basis, and that all affected part-time staff receive an increment effective September 1, 1991.

6) That with the hiring of the purchasing director, any reorganization which occurs in that area will not result in any reduction in the rating of the position of the Senior Buyer, Purchasing.

Virginia Cooke

Report from the Past President . . .

Last June when our grievance officers were busy with lay-off chores, I was asked to look into the College's posting of the new purchasing agent position at the director level (posting number 91.36 revised). The posting was grieved and the College complied with our request to withdraw it. Our first concern was that the College intended to add to the directors' list in Article 22 of the Collective Agreement without the required and customary FSA approval. More important, the posting cited a two-year certificate as the educational requirement, nowhere near the minimum for faculty (directors are faculty) as cited in Article 22.

Staff and faculty interests would have been affected had there been no grievance. Staff do not want to see two-year certificate, non-instructional positions misplaced in the faculty component and faculty prefer not to see vacancies in their component filled with employees who do not satisfy the university degree (or equivalent) requirement. In other words, equity of placement and adherence to professional standards were at stake.

The College has been pressing for this appointment for over a year. Its first posting in June 1990 was grieved. Since then other examples of inappropriate placements have come to light, occasioning "cease and desist" notices from the FSA. The real problem in all this are wage scales which make recruitment difficult. So, the College has resorted to inflated classifications to circumvent the obstacle. The College cannot have the benefit of conservative wage settlements and maximum recruitment advantages at the same time.

The College's options in this particular case are to do without the position, post as a staff vacancy with the current description, repost as a directorship but require minimum faculty educational standards, or rewrite the description to include major management duties and request the FSA for an exclusion from the bargaining group. At the time of writing, the College has begun discussions with the FSA to pursue the latter option.

Bob Smith

Pay Now, or Pay Later . . .

For every dollar we withhold now from helping students succeed in school, we'll spend \$6 down the road in social costs, according to Bob Aitken, evaluation supervisor, Greater Victoria School District. In Canada, more than two-thirds of the 29,000 inmates in federal and provincial institutions are high-school dropouts. A year in college or university costs only one-quarter to one-third of what it costs to keep someone in jail for a year.

B.C. Today, Public Education Edition
June 1991

Report from the Contract Chair . . .

Next March our collective agreement with the College expires, and it is time, therefore, for each of us to take stock of the provision of our current agreement and identify areas where it could be improved. This task presents itself as a considerably greater challenge this year than in previous negotiations.

The evolution of our college into a university-college must be the focus of careful attention in our next collective agreement. We have the relatively short experience of Malaspina, Cariboo, and Okanagan Colleges to draw upon; in this regard, Virginia Cooke has indicated that she has requested Rob Huxtable, currently 2nd VP of C-IEA and active in the Okanagan Faculty Association, to meet with our Executive to discuss the implications of university-college status. For example, one of the problems which has emerged with the move from a two-year to a four-year institution at other colleges has been a perception of division among faculty occasioned by differing instructional workloads, class loads and the like. It is our desire to maintain cohesion among faculty and staff, to provide the opportunity for incumbent faculty, where appropriate, to mount upper level offerings, and, importantly, not to lose sight of our college as a teaching institution. We must also better provide for the interests of staff, especially in facilitating career laddering to enable members to achieve personal growth wherever possible in the evolving institution.

Recruitment is also an issue which must be addressed in our negotiations. This is an issue which concerns both faculty and staff.

We must ensure that, as an institution, our salary and wage levels are competitive, and fair. "Competitive" requires that our salaries and benefit package are comparable with other institutions to enable us to attract the best qualified individuals to join us. Fairness requires that such recruitment must not be achieved by abusing the placement and rating systems that apply to incumbent faculty and staff.

On the bargaining front, I attended the first C-IEA, province-wide bargaining meeting on September 6. There is little action to report. Over the summer, the Douglas and East Kootenay College settlements were rejected under the authority of the Compensation "Fairness" Act. This legislation has so far resulted in what can only be characterized as a vigorous administration of the wage restraint guidelines promulgated by Ed Lien and his staff. (It should be noted that the guideline used, percentage wage settlements in the private sector, is a totally arbitrary figure which is not founded upon any economic analysis). Nevertheless, the current government is committed to this policy and a legal battle would involve the unions affected squaring off against the resources of the Crown. I am given to understand that even the Provincial Ministry is frustrated with the way in which the CFA has been applied against the colleges.

Presently, there appears to be a sitzkrieg by C-IEA members with respect to the wage commission, awaiting the provincial election results. We will certainly be in a better position to plan our negotiations once we know what is to become of this heinous authority.

Virginia Cooke and I have had an initial meeting to discuss the committee and sub-committee structures for negotiations this year. Our tentative thoughts are to strike sub-committees in support of the negotiations committee to deal with particular negotiation issues such as university-college issues and the benefits package. I would welcome any thoughts from the membership in this regard.

I plan to convene area meetings with faculty and staff starting in mid-October to address

negotiation concerns you may have. It is my view that the membership should be involved directly in this process and not rely entirely on the Executive, which in addition to negotiations has many other issues to deal with on an ongoing basis. Please let me know if you are interested in assisting in any way with this, my final year as contract chair.

Ian McAskill

Report from the Grievance Chair . . .

How does one recap a spring and summer of chaos and turmoil without creating more pain for the individuals who were personally part of the layoff process?

What does our Collective Agreement offer one when a layoff notice is given? It gives the individuals choices, hope, and a whole lot of hurt.

Everyday we read in our newspapers or hear on our televisions when individuals--and even whole company work forces--are handed layoff notices. If the work place has a union and an agreement that has layoff clauses, these people, then, have possibilities and some control over their next move. Without a collective agreement, these people, as we know, are out of work and sometimes they never get back into the work force.

We have all worked hard over many years strengthening agreement language so that, as members, we have some degree of protection.

A collective agreement gives us choices which we all hope we never have to implement. Without our agreement, we would be out "on the street"--without any recourse.

Our layoff clauses work and they are strong. The biggest problem is the severance package. It needs to be worked on. Yes, the process presents flaws. In our case, over these last few months, we have seen and felt many. However, our own membership helped this--by pitting people against people. Where was sisterhood and brotherhood?

Yes, deals were made. I believe, and still do, that we got the best we could for each individual. But individuals were "individuals" and each person's case was different to the person before/after him or her. Some were interviewed; others were not. That was, and still is, management's decision, not the union's. Every person was treated with trust and respect and, I hope,

with as much help as was needed. Most times, things moved so quickly that it was hard to keep on top of things. Sometimes the stewards in affected areas were greatly involved in the process and other times not. Some were on holidays; the list goes on and on.

But the job was done to the best of our abilities.

Hurt--there was a lot of it. But, let us now start pulling together as a union. For the

future we need to strengthen contract language for the layoff process, and we need to remove articles that do not offer our membership the full protection that we need.

The nightmare is over . . .

I wish to thank the executive and the shop stewards for their full support to the members involved in the layoff process. All of you have my heartfelt thanks.

Perla Werk

B.C. Post-secondary Enrolment Below Average . . .

The number of B.C. residents aged 18 to 24 studying in post-secondary institutions is falling farther behind the national average, says B.C.'s representative on the board of the Canadian Federation of Students.

Although the post-secondary participation rate for that age group has risen since 1970-71, the participation rate is not keeping pace with the national rate, Brad Lavign said from his office in Vancouver. By 1970-71 the number of B.C. residents in this age group studying in college, institute and university programs had risen to 16.8 per cent, which was close to the national average, Lavign said.

In 1985, the University of Victoria released a study showing B.C.'s university-participation

rate was 16 per cent, and the College of New Caledonia's university-participation rate of 3.7 per cent was lowest in B.C.

By 1988-89 B.C.'s post-secondary participation rate had risen to 20.14 percent, but the national average had risen to 27.75 per cent, Lavign said.

In 1989-90, the government moved to increase the number of post-secondary education seats available in B.C. by introducing the \$690-million Access for All plan. That year, B.C.'s participation rate rose 1.26 per cent to 21.4 per cent. But the national average participation rate for the 18 to 24 age group rose 2.05 per cent to 29.8 per cent . . .

Prince George Citizen
Sunday, July 15, 1991

From College to University-College: What Fraser Valley Can Learn from Cariboo . . .

The University-College of the Cariboo graduated its first batch of degree students in June this year. In the two years prior to this, it went through a process not unlike that which Fraser Valley faces: a frantic expenditure of energy, accompanied by much wailing, tearing of hair and gnashing of teeth. History has a way of repeating itself; nevertheless, Cariboo's experience may be something that Fraser Valley can learn and profit from.

Several salutary (and painful) lessons emerged from the Cariboo experience. Principal among these are a) a need for detailed planning; b) the need for systematic enculturation of new faculty; and c) the need for sensitive collaboration with sponsoring universities. This month I shall deal with the planning factor, next month with the issues of enculturation and collaboration.

Planning

Cariboo was provided with little lead time to plan how it was going to implement third-year offerings. Rumours that one of the outfalls of the Provincial Access Committee was to be degree completion circulated the campus early in 1989; the then Vice-President, David Cane--now Campus Principal at Langara--was seconded from normal duties in January virtually full-time to liaise with the Ministry and the "sponsoring" universities--U.B.C., S.F.U., and U.Vic., which were to supervise initially our degree offerings, monitor standards, vet new hirings, etc.; increasingly, the Deans of Arts, Science, and Business/Computing/Mathematics, and the

Associate Dean of Nursing, into whose bailiwicks degree offerings would fall, became involved. But it was not until March 6 that Stan Hagen, then Minister of Advanced Education and Job Training, made the official announcement that Cariboo, Okanagan and Malaspina Colleges, would be offering degree completion programs as of September 1989. This gave us less than six months to get everything in place: the programs, the personnel, the offices and the equipment. Working under such a deadline, we did everything fast--very fast; we did some things right, but we also made mistakes.

Programs

Which programs to offer? The Report of Regional Access Committee 3 (Thompson/Okanagan) recommended "degree completion in arts and business" for Okanagan and Cariboo Colleges, as well as "specialized degrees . . . reflecting the special strengths of each institution . . ." in Nursing, Social Work, Education, Public Administration, Respiratory Therapy, and Medical Laboratory Technology. But for most of the programs, the personnel were not in place, and in our initial consultations with our "sponsoring" universities, it was made quite clear that third- and fourth-year faculty at the university-colleges would have to meet the same rigorous standards as those at the parent universities: a Ph.D. and/or an extensive publication record.

This essentially limited us to our areas of existing faculty strength. In the Sciences, we had established faculty with Ph.D.'s in

Biology, Chemistry, Physics, and Mathematics; we decided that those disciplines would constitute our thrust in that area. In Arts and Humanities, the existing faculty infrastructure suggested that our areas of concentration should be English, Psychology, Sociology, Anthropology, History and Geography. French, Philosophy, Political Studies and Fine Arts would be added in the following year. The nursing faculty would have to be supplemented if we were to offer a Bachelor of Science in Nursing, and wholesale recruiting of new faculty would be required for upper division Business Studies and Education. In other words, for some of the degree programs we intended to offer--the B.A., the B.Sc., and the B.S.N.--we had a nucleus of qualified faculty in place, who, with judicious supplementations, could handle the upper division workload; for others--the B.B.S. and the B.Ed (Elementary)--we would have to recruit fast.

A criticism may be levelled that Cariboo was initially over-ambitious in its degree offerings. In comparison with Okanagan and Malaspina, which at the outset offered only three degree programs each, Cariboo scheduled five, with a sixth, the Bachelor in Social Work, to follow in September 1990. But while this may have seemed, *prima facie*, like over-extension, it should be put in context. The thinking at Cariboo (subsequently proved correct) was that as the Ministry's "Access for All" program could not possibly sustain the pace it had set in 1989, as Cariboo was already being pitted against Okanagan and Malaspina for degree completion funding, and as further competition in the form of the University of Northern B.C. and (as we thought then) Simon Fraser, Langley Campus, was already on the 1990-91 horizon, it was politic for

Cariboo to come out of the blocks as fast as it could and get as many programs as possible up and going before the competition marshalled itself.

But it must be conceded that Cariboo was operating essentially without a plan or a sequence of implementation. The Ministry-mandated "Five-Year Plan" (1988 version) made no mention of degree completion, and the "Three-Year Plan," scheduled to supersede the five-year version in 1991, was not yet written. We had, in other words, been caught in a hiatus between plans, and were responding reflexively and opportunistically rather than systematically.

If Fraser Valley College wants to avoid functioning in a planning vacuum, then it must engage in detailed planning, down to program level, immediately; it still has the best part of a year in which to estimate student interest in various upper division disciplines (by surveying second-year students); consult with the universities and other university-colleges; design a cohesive and integrated upper division curriculum that can be implemented over a two-year period; resolve the crucial question of whether it will espouse the traditional "majors" model, or a more experimental type of degree; and cost out additional staffing (full and part-time, including benefits); as well as additional resources (library resources, instructional space, equipment, print-shop estimates, and support services, both clerical and administrative). The need for this kind of systematic, detailed planning cannot be emphasized enough. Cariboo was lucky in that it was carried through its critical implementation phase by the energy and enthusiasm of its instructors, administration and staff; but it was not a planned phase, and

Fraser Valley can avoid some of the agonies of apprehension experienced at Cariboo if it sets its planning in motion now.

Two particular areas in which Fraser Valley can learn from Cariboo's experience are enrolment flow management and capital expansion. In Spring 1989, Cariboo did not anticipate massive upper division enrolments in the coming fall; for one thing, many first- and second-year university transfer students had already committed themselves to one of the Lower Mainland/Island universities for the fall; for another, while local demand was projected as steady, it was not expected to be overwhelming; students, it was envisaged, would be mainly part-time, as the "pool" of degree-seekers in the College Region were mostly older (25+) people with family and employment obligations.

Enrolment

While these predictions were fairly accurate, what was not foreseen was the impact of degree completion on front-end enrolment. By mid-June, application rates indicated that the prospect of four-year degree programs was catalyzing regional interest in academic education. **The problem, then, was not so much providing for the modest numbers enrolling in upper level courses, but accommodating, both instructionally and physically, the 21% increase in first year.**

Capital Expansion

Normally, instructional space utilization figures run at around 65%; that fall, ours were at 75%, meaning that every classroom was being used 3/4 of a 14 hour day (0800-2200), five days a week (lots of afternoon and evening classes). With another 12% increase in U.T. in September 1990, draconian measures were required: Office Administration was moved off-campus to free up space for the academic hordes. Even so, it was a tight squeeze: throughout August that year, comments proliferated, only half in jest, about pitching a marquee to accommodate student overflow.

Only this year did relief come in tangible form with the completion of the Science Building expansion (doubling its space to 38,000 square feet), the Library expansion (doubling the space there to 26,000 square feet), and the new 30,000 square-foot Arts/Education Building. **The lesson to be learned is that capital expansion should take place in lock-step with enrolment increases, and not play perpetual "catch-up."**

Dr. Alastair Watt
Coordinator of Instruction,
Research and Evaluation,
University College of the Cariboo

David & Barry's Excellent Wine Adventures

(Cheap Chardonnays, Part One)

Some abstemious-minded FSA members may experience misgivings at the prospect of a wine review's scarlet intrusion upon the traditionally stern pages of the *Newsletter*. Is this a sign of incipient decadence within the ranks (not to mention the files) of the FSA membership? A management plot to dilute the workers' moral resolve? Quite possibly. Be that as it may, a recent survey conducted by our intrepid editor has established indisputably that in the past month, more FVC employees have enjoyed a glass of wine than life's other leading pleasure. With this momentous fact in view, he appealed to us to come to the assistance of our frustrated and befuddled comrades. Having shied away from Al's first proposal, a column of advice to the lovelorn, we felt obliged to share our opinions on some of the better wine values currently on offer. The leading qualification that we bring to this enterprise can be summed up in a single word: **THIRST!**

We recently conducted our initial venture in this selfless public service, stealing quietly away from the normal clamour of college business in the company of two lightly-chilled bottles of chardonnay. Despite our best efforts to keep out of sight, we were tracked down by Rory Wallace and Alan Cameron just as we uncorked our specimens, and had little choice but to invite them to take part in our tasting and evaluation of these white wines, a 1989 Wyndham Estate Bin 222 Hunter Valley from Australia (\$9.00) and a Glen Ellen Proprietor's Reserve from California (\$8.95). In choosing these modestly-priced representatives of the noble

chardonnay grape (the more affluent among our gentle readers may prefer to sample a French version such as the Batard Montrachet Grand [\$126.60 per bottle]), we had in mind the popularity of white wines for summer sipping and the need to identify affordable versions with sufficient character to accompany dishes such as salmon or chicken, whether barbecued or served in rich sauces.

We established a 50-point scale for our comparative evaluations: 5 for colour and clarity, 10 for bouquet, 25 for taste, and 10 for the wine's finish. Needless to say, our mathematics became less certain as the proceedings continued, but we remained (barely) competent to convert this scoring system into percentages and letter-grade rankings.

The Glen Ellen chardonnay came through our rigorous testing with a modest recommendation. It's an appropriate choice for those seeking a lighter-style white wine for warm-weather sipping purposes, but will not go far as a complement to flavourful foods. The clear, pale straw-colour anticipates a very understated (though crisp) bouquet, faintly reminiscent of green apples. In the mouth, this chardonnay combines light notes of apple and butter with a pronounced impression of alcohol (one taster described it as "impertinent"!). The winemaker has achieved a harmonious balance of fruit and acidity in the flavour, but we noticed an absence of structure or complexity in the tasting experience, a probable indication that the Glen Ellen had enjoyed little or no time in oak casks during its maturation. If any

aspect of this wine provoked disagreement among the tasters, it was the finish: undistinguished in this respect. The average rating of this American chardonnay was 64%, worthy of a "C+" and indicative of a decent (but hardly noteworthy) showing.

The Wyndham Estate Hunter Valley Bin 222 elicited a great deal more enthusiasm from our expert panel. Here is an opulent, quite full-bodied, yet sophisticated wine that can gracefully accompany the most elaborate dishes without assaulting one's senses in the fashion of those heavily-oaked "blockbusters" that have made intense chardonnays both famous and notorious in recent times. The colour is more pronounced than that of its American competitor, an inviting light amber, while the bouquet offers a rich succession of tropical fruit and butterscotch aromas. This wine's deep, resonant taste amply fulfils the promise of its fragrance, offering complex

flavours that will reward prolonged savouring.

The forward, strongly pronounced impression of fruit on the tongue is nicely balanced by the Bin 222's slightly dry, oak-inspired finish. In this wine, the taste experience is rich and rounded, the structure fully-articulated yet unified and coherent. The average rating for Wyndham Estate's entry in the prestigious FVC chardonnay sweepstakes: an impressive 76% (or "B+" for those who prefer letter-grades). We consider this outstanding value and recommend it highly to our parched fellow-employees.

Inexpensive chardonnays are in great demand, and the competition among producers is intense. We hope to extend our survey next month by reviewing at least two more brands in the under \$10 category. In the meantime, here's looking at you, kid!

Dave Allen

Report on the 1991 C-IEA AGM Convention . . .

Kamloops, B.C.

Before attending the convention, I had very little knowledge of C-IEA, or of the FSA. In fact, I had reservations about becoming involved in political/union issues despite my belief that social equality will not be achieved until it moves into the forefront of political arenas. I attended the C-IEA convention as both the Status of Women representative and as a delegate from the FSA. I was

enthusiastic about the discussion I had with other Status of Women representatives and about the workshops I attended (Multicultural Classrooms; Affirmative Action; Classroom Research).

I was less enthusiastic, however, about the AGM—specifically by the lack of preparation I received as a delegate from the FSA. The

first day was particularly intimidating. This was, in part, due to the complex rules of order (and a tendency of the President to be extremely blunt if someone said the wrong thing at the wrong time--which led me to say nothing at all!). While an orientation for new delegates was provided, it was short, fast, and did not actively involve the learners. The language of unions is foreign to me as is the structure and process; from a feminist perspective, the format and language is very male-oriented even though women were well represented among the delegates. For me, this was an alienating environment.

My frustration was also due to my lack of familiarity (or even a nodding acquaintance!) with the issues on which we were voting. Although I had read the delegate handbook the previous evening, it failed to provide any background information regarding the resolutions being presented. Hence, I was expected to vote on C-IEA's involvement with the "Human Resource Management System" without knowing if this was a committee or a piece of computer software! No explanations were provided, nor was there an opportunity for the novice to request information--the motions were moved, seconded and carried before I could even locate the appropriate passage in the handbook.

Although there may be Einsteins among us who can read vast amounts of material the night before a meeting and exercise perfect recall the next day, most of us are not so blessed. Reading a document once, the night before the AGM, a document largely written in a specific union/legal/parliamentary jargon, does not inform the new delegate nor enable the delegate to vote as an informed and knowledgeable participant. To vote without that knowledge is like signing a legal

document in a foreign language--you know neither what you are getting nor what you are giving away.

Here are some suggestions to solve this dilemma:

- C-IEA should provide in the delegate's handbook a brief introduction to each resolution--how and why it arose, and definitions of specific terminology.
- C-IEA should provide the handbooks to the delegates at least one week prior to the convention so that new delegates can discuss the issues with their locals, become better informed on the background, and determine the will of the group. It is my opinion that other locals were much better informed, more experienced, and more cohesive than ours--at one point we inadvertently voted against a policy which would have benefited us--but how did we know that we are part of the "Consortium of small colleges"? We simply did not understand the motion.
- The FSA must take the responsibility to provide a pre-convention briefing session in which new delegates can meet with past delegates and present FSA executive to discuss the process and issues of the AGM. Ideally, the delegation should always consist of at least one previous delegate who is committed to remain for the full length of the AGM.

I know that some members of the FSA have questioned the validity of paying a substantial fee to belong to C-IEA. I am convinced that membership in C-IEA is worthwhile. It offers many services, provides a collective voice for B.C. colleges and institutes, and encourages solidarity in the development of educational policy. Like any resource,

however, it does us no good if we do not choose to make use of it--and we can only make use of it if we come fully informed of the issues. Like students, those who pay

tuition fees and never appear for classes will accomplish little; those who actively participate will reap the greatest benefits.

Jean Ballard-Kent

Resolutions from C-IEA AGM . . .

May 1991

Re: Collective Bargaining

The following summarizes the resolutions (passed at the recent C-IEA AGM) which seem to apply to collective bargaining at the local level. This summary does not include those resolutions passed previously and contained in the C-IEA Policy and Action Resolutions. It should be noted that some of these former resolutions have not yet been addressed--for example, the use of gender neutral language in our collective agreement. Some other resolutions from previous years are discussed in my Report of the Status of Women Representative.

Resolved:

- THAT C-IEA LOCALS REFUSE TO RENEGOTIATE COLLECTIVE AGREEMENTS IF DIRECTED TO DO SO UNDER THE COMPENSATION FAIRNESS ACT (BILL 82)
- THAT LOCALS ENDORSE A POLICY OF NON-COMPLIANCE WITH BILL 82 AND COOPERATE WITH OTHER PUBLIC SECTOR UNIONS THROUGH C-IEA IN A PROGRAM TO REPEAL BILL 82

- THAT LOCALS MAKE NO CONTRACTUAL CONCESSION IN RESPONSE TO THE UNDERFUNDING OF COLLEGE AND INSTITUTES BUDGETS
- THAT C-IEA ENDORSES THE PRINCIPLE THAT COUPLES OF THE SAME SEX HAVE THE SAME RIGHTS AS COUPLES OF THE OPPOSITE SEX
- THAT C-IEA ENCOURAGES EACH LOCAL TO PURSUE, AS A MATTER OF INSTITUTIONAL INTEGRITY, EQUITABLE PAY, WORKING CONDITIONS AND BENEFITS FOR ITS NON-REGULAR FACULTY
- THAT C-IEA ENCOURAGE EACH LOCAL TO ENSURE THE VOTING RIGHTS OF NON-REGULAR FACULTY BY EXTENDING MEMBERSHIP IN THE ASSOCIATION FIVE MONTHS BEYOND THE END OF THE EMPLOYEE'S CONTRACT, AND LEVY A NOMINAL SUM FOR PAYMENT OF DUES
- THAT C-IEA ENCOURAGE EACH LOCAL TO SUSTAIN OR PURSUE

REGULARIZATION POLICIES THAT FOCUS ON THE PERSON RATHER THAN THE POSITION

The following resolutions were moved at the AGM, but I do not recall whether they were carried or tabled:

- THAT LOCALS MOVE TOWARD UNIFORMITY IN THE SALARY AND WORKING CONDITIONS OF SPECIALITY EMPLOYEES AND THAT THE DOCUMENT USED AT THE TECHNICAL AND POLICY DEVELOPMENT CONFERENCE BE USED AS A GUIDELINE

- THAT ALL MEMBERS MOVE TOWARD IMPROVED JOB SECURITY FOR NON-REGULAR FACULTY AND THAT PROTECTION OF JOB SECURITY FOR UNIVERSITY LEVEL INSTRUCTORS BE EQUIVALENT TO PROTECTION FOR OTHER INSTRUCTORS

- THAT AS A NEGOTIATIONS POSITION EACH LOCAL INCLUDE A MINIMUM OF 35 HOURS PER WEEK CHILDCARE FOR EVERY EMPLOYEE'S CHILD OR CHILDREN BETWEEN ONE AND FIVE YEARS AS AN EMPLOYER-PAID BENEFIT

- THAT OBJECTIVES RE 3RD AND 4TH YEAR PROGRAMMING INCLUDE THE FOLLOWING:

1. JOB SECURITY/ACADEMIC FREEDOM
2. UNIFORM CONDITIONS OF WORK FOR INSTRUCTORS IN ALL FOUR YEARS
3. EQUAL ACCESS TO PAID SCHOLARLY ACTIVITY
4. NO OVERLOADS

- THAT FACULTY BE GIVEN THE OPTION TO HAVE EMPLOYEE AND EMPLOYER CONTRIBUTION RATES INCREASED IN ORDER TO PURCHASE ADDITIONAL YEARS OF SERVICE

Jean Ballard-Kent
10 June 1991

Quotation of the Summer:

"The Social Credit Party, during the past 40 years, must be the only democratic organization in the free world that has NEVER had a university graduate as leader."

Gary Bannerman
North Shore News

The New World Order: How New?

"Without justice, empires are nothing but gangs of criminals on a large scale."

Augustine

"In cases where the USA confronts much weaker enemies, our challenge will be not simply to defeat them, but to defeat them decisively and rapidly."

A leaked section of a National Security Policy Review
from the first months of the Bush administration.

George Bush, since the end of the Middle East War, has talked at length about a New World Order. We might want to ask ourselves, though, what does he mean?

When WWII ended, Europe was divided and destitute, the British empire was in pieces, Russia was weary and wounded (20m Russians had died in the war), Japan had been decimated and the USA emerged as the industrial military leader of the postwar world order. The real victor of WWII, then, was not primarily the allied forces; it was the USA.

Declassified documents from the American National Security Council (NSC) and the Council for Foreign Relations (the corporate think tank for policy planning), both dating from the late 40s and early 50s, clearly demonstrate that the USA was bent on being the "hegemonic leader in a system of world order". Russia (1945-1985), temporarily, slowed up the process, but now the bear has retreated, there is little to inhibit the USA from exploiting its 'hinterlands'. The New

World Order that George Bush speaks about is, in reality, a building on and fleshing out of postwar American foreign policy. We might want to ask ourselves how this empire has treated those who differed with its imperial aims.

- in 1953, in a CIA backed coup, the USA brought the Shah to power in Iran. The Shah was well known for the way he tortured thousands of dissidents in Iran, and it was his behaviour that created the conditions for Khomeini's reactionary barbarism.
- in 1954, the CIA, in close collaboration with the United Fruit Company (a Boston based multinational) orchestrated a military coup in Guatemala. The US-backed military assisted in the slaughter of between 75,000-100,000 Guatemalans between 1980-1990.
- in 1965, a CIA coup in Indonesia brought General Suharto to power (he

has been compared to Idi Amin and Pol Pot). More than 1.5 million Indonesians have been massacred since Suharto came to power.

- in 1973, a bloody CIA coup took place in Chile. General Pinochet complied to USA corporate demands (ITT profits were at stake), and because of his dutiful service to the empire arms imports increased (between 1972-82) from \$10m to \$282m.
- between 1980-1991, the USA lavishly offered El Salvador \$4.5 billion, and the week the Gulf War began, Bush authorized the release of a further \$42.5m in military aid to El Salvador. Meanwhile, at least, 71,000 people have been killed in the last 11 years in El Salvador.
- in 1989, the USA invaded Panama (why was international opinion so muted?), and as time emerges, more facts about mass graves are being uncovered.
- the USA backed invasion of Iraq (an ally of the USA in the Iran-Iraq war) took the lives of between 100-200,000 Iraqis).

I could go on to discuss many other covert operations, the support of brutal tyrants like Marcos and Somoza, the muted criticisms and massive military support of Israel and Turkey, Egypt and Saudi Arabia, but, I think, my point has been made.

The New World Order is an order that reflects American interests, and those who dare to differ with or challenge such interests are likely to be brutally treated. The Middle East War was really an issue of who will control the much needed oil reserves in the world. It was also an event in which the USA kicked "the Vietnam syndrome" which means "a sickly inhibition against the use of military force." Although Japan and the European Community are in a position to challenge American economic supremacy, they are scarcely out of the cradle in military might. The Middle East War sent a clear signal to the rest of the world that when American interests (or those who have similar interests) are threatened, the rule of brute and violent force will be applied to protect vested security interests and resources. Those who comply to empire interests, regardless of how they treat their citizens, will be generously blessed by the emperor.

As the New World Order unfolds, we do well to ponder Augustine's insight about the relationship of justice, empires and gangs of criminals.

Ron Dart

Writing Prizes . . .

One of the ways the Writing Across the Curriculum Committee promotes excellence in writing is by sponsoring writing prizes for students. Prizes are awarded by a panel of judges consisting of volunteer faculty

members from a wide variety of disciplines. Thanks to the generous assistance of the FSA and the college, cash awards of \$100, along with a framed certificate acknowledging achievement, are given to winners in 10

categories. Winners are further honoured at the graduation ceremonies, where they receive public recognition of their accomplishments.

Although I was not involved in the judging, I did spend an interesting half hour with the winners, as we waited to cross the stage at the graduation ceremony. I had expected the winners to be *blase*: I rather expected them to be mainly interested in grabbing the cash and running. Instead, I found myself talking to a group of students who were genuinely proud of their accomplishments and truly grateful for the recognition they were receiving. I felt ashamed of my own cynicism, and reaffirmed my own sense of the true value of the prizes.

Listed below are the winners of the 1991 Writing Across the Curriculum Writing Prizes. As you can see, winners truly came from across the curriculum.

In many cases, the three judges for a category discerned at best a very small margin between the winner and several other essays. If we had more prize money, there could easily have been more than one winner in several of the categories.

No suitable essay was received for Argumentative Essays. There were several excellent, very diverse entries in Special Projects. So, we decided to award two prizes in that category.

Jim Anderson

Special Projects: Olivia Latremouille, "My Forebears" (instructor: Dona Coates); Carolyn Paisley, "An Investigation into the Properties of Star and Convex Polygons" (instructor: Jane Cannon)

ABE: Lynda Wolfe, "Another Grey Meal" (instructor: Janet Gibson)

Critical Analysis - Literary: Gloria Beshara, "Parallel Perspectives in Mary Wollstonecraft's *A Vindication of the Rights of Woman* and Jane Austen's *Pride and Prejudice*" (instructor: Allan McNeill)

Critical Analysis - Non-literary: Gary Brine, "The Gun Control Debate: An Issue Level Criticism" (instructor: Moira Gutteridge)

Expository Essay: Linda S. Aylward, "Choices" (instructor: Virginia Cooke)

Research Projects: Peter Cowhig, Kelly Driver and Mitsi Teramura, "The Effects of Gibberellic Acid on Seed Germination and Plant Height: A Study of Hormone Effects on the Green Bush Bean" (instructor: Barbara Moon)

Writing in French: Susan Fritz, "Mon Grand-pere" (instructor: Germaine Baril)

Research Papers: Cindy Ross, "An Examination of the Insanity Defense in Criminal Law" (instructor: Ron Laye)

Reports: Sharon Christie, "Ornamental Grasses in the Landscape" (instructor: Norma Senn)

FSA Executive 1991/92

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Agreements Chair	Betty Harris	4510
Occupational Health & Safety	Leslie Wood	4223

Executive Meeting Schedule

Abbotsford, Room A306, 1:00 p.m. (Week 4)

October	09
November	06
December	04
January	22
February	19
March	18
April	15
May	13
June	10

